

Table 1: International Significance of Tacit Forms of Personal Competences (TCP): five analytical models (Source: Hendrich, Heidegger, Evans, Figueri, Patiniotis, 2001).

Extent to which TPC recognised as relevant for:	<i>Strong non-formal Sector</i>	<i>Market-driven Case</i>	<i>'Beruf' based</i>	<i>Certificate based</i>	<i>Broad VET Based</i>
*VET	little (in voc schools)	important attempts: NVQ/key skills	'key qualifications' implicitly built in	little (in schools)	some key competences
*Labour market	very important	highly valued for 'flexibility'	not highly valued -resistance	less important	little acknowledgement
*Esteem	very variable	high when related to standards	low, reluctance to recognise	rather low	still low
*CVT	some significant innovation	attempts	mostly aimed at certificates	important: 'bilan de competence'	'officially' little relevance
*Employability	very important	important	little, except for long-term unemployed	not much	little
*Personal development	important	implicit importance	little official emphasis	important in 'bilan'	implicit importance
*Assessments	growing	imbedded in performance assessments	very little	important for 'bilan'	NVQ method increasingly important
*Self evaluation	growing	approaches for valuing unpaid work	some innovation	an importance feature of 'bilan'	little